MINISTRY OF HEALTH SERVICES
HUMAN RESOURCES PLAN OVERVIEW
05/06 – 07/08

The Human Resources Plan overview sets out the strategies of the Ministry of Health Services that support the goals of the Corporate Human Resources Plan, available at http://www.bcpublicservice.ca/ The Corporate Human Resources Plan's vision is to **achieve excellence in public service through a professional public service that delivers the highest quality and value for British Columbians; a dynamic work environment that promotes innovation, learning and results; and passionate people who take pride in making a difference for those they service**. This vision is fundamental to the way we work together to achieve the Ministry's three goals:

- Improved health and wellness for British Columbians
- High quality patient care
- A sustainable, affordable, publicly funded health system

More information on the Ministry of Health Services' goals is available in the Ministry's service plan, available at http://www.gov.bc.ca/healthservices/

GOALS (Corporate HR Plan)	MINISTRY STRATEGIES	PERFORMANCE MEASURES
1. Effective People Strategy *HR resource planning is integrated into the existing service and budget planning cycle to ensure the ability of the workforce to successfully deliver the government's short and long-term objectives.*	**Workforce Planning** • Analyze demographics, labour market trends and identify human resources strategies to ensure the Ministry will have a workforce able to meet strategic and operational objectives **Proactive Succession Planning** • Participate in the BC Public Service Agency's succession planning processes • Assess ministry-wide succession needs by identifying key positions, competencies and the necessary development opportunities	• % of recruitment actions based on defined competencies for the position • # of succession planning participants (including the high potential employees participating in the Accelerated Leadership Development Program)
2. Proactive and Visionary Leadership *Leadership will be actively and openly demonstrated throughout the public service.*	**Develop Ministry Leaders** • Identify and develop potential leaders • Identify and support leadership opportunities and assignments that satisfy Ministry business requirements while supporting the development of potential leaders	• % of managers attending "Leading the Way"
3. Performance Focused Workplace *Organizational performance is driven by aligned employee performance, accountability and rewards.*	**Competencies Linked to Performance** • Use and build on the BC Public Service Core and Leadership competency models **Implement Employee Performance Management Programs and Processes** • Employee Performance and Development Plans (EPDP) that link to Ministry service plan, are prepared annually and monitored frequently through constructive dialogue between employees and supervisors • Provide EPDP coaching support to managers • Use 360° feedback instruments	• % of employees to have competency based EPDP in place by fiscal year end

MINISTRY OF HEALTH SERVICES
HUMAN RESOURCES PLAN OVERVIEW
05/06 – 07/08

GOALS (Corporate HR Plan)	MINISTRY STRATEGIES	PERFORMANCE MEASURES
4. Learning and Innovative Organization *The public service has a culture in which learning is continuous and innovation is welcomed and championed at all levels of the organization.*	**Developing Our Employees** • Create/support development opportunities, positions and/or programs (coaching, mentoring, exchanges, etc.) to meet long term workforce and succession requirements • Develop learning plans and goals that address learning issues unique to the Ministry • Implement an on-line skills inventory to help place employees into appropriate temporary projects **Career Development** • Create career plans and developmental opportunities that meet Ministry business and employee development needs	• % of employees satisfied with training and development opportunities • % of employees participating in the corporate mentoring program • % of employees satisfied with career opportunities
5. Flexible and Motivating Work Environment *The BC Public Service has an engaged and committed workforce that is able to adapt and respond to change in order to meet business goals and improve the quality of life and morale of employees at all levels.*	**Promoting Workplace Flexibility** • Implement flexible work arrangements as a strategic tool to increase productivity and job satisfaction through balance in the workplace **Promoting Organizational Health** • Assess organizational health using standard Human Resources measures to identify opportunities for improvement • Survey employees to measure workplace and employment satisfaction **Promoting Organizational Wellness** • Enhance the Ministry's wellness program (e.g. Stairway to Health, Health Bytes, Scent Free Building) **Promoting Workplace Safety** • Support the Occupational Health and Safety Program **Effective Rewards and Recognition** • Build and promote a comprehensive rewards and recognition program to include formal and informal recognition • Hold regular Ministry events (e.g. Celebrating Our Success, Service Awards, Executive Appreciation) and participate in corporate events (e.g. Premier's Awards, Long Service Awards)	• % of employees leaving the Ministry (turnover) and absent due to illness and injury (short and long term) • % of overall employee satisfaction • % of employees satisfied with the safety and physical security of the workplace • % of program areas using their informal recognition budget • % of employees who feel their contributions are recognized

MINISTRY OF HEALTH SERVICES
HUMAN RESOURCES PLAN OVERVIEW
05/06 – 07/08

GOALS (Corporate HR Plan)	MINISTRY STRATEGIES	PERFORMANCE MEASURES
6. Progressive Employer/Employee Relations *The public service has a positive work environment built on respectful and collaborative relationships between employees and their supervisors.*	**Improving Communication** • Enhance current communication channels such as Health E-News (employee newsletter), Ministry Intranet, etc. • Develop and support respectful and collaborative relationships with the BCGEU • Communicate service plan to all employees through Service Plan presentations, EPDP process and general Ministry communications • Encourage employee feedback and dialogue through surveys, meetings and focus groups **Respect in the Workplace** • Set performance expectations for all employees, managers and supervisors to ensure a positive and respectful work environment and address training requirements where identified	• % of employees who indicated communication is open and encouraged • % of employees who indicated comprehension of the Ministry's vision, mission and goals and their role in achieving these goals • % of employees who feel they are treated with respect and dignity in the workplace